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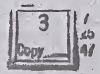

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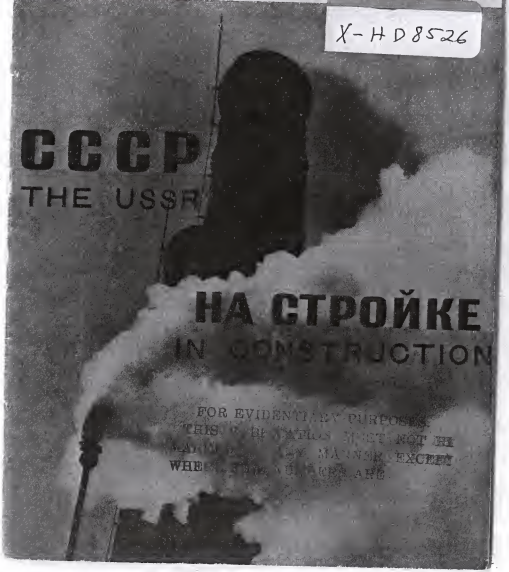

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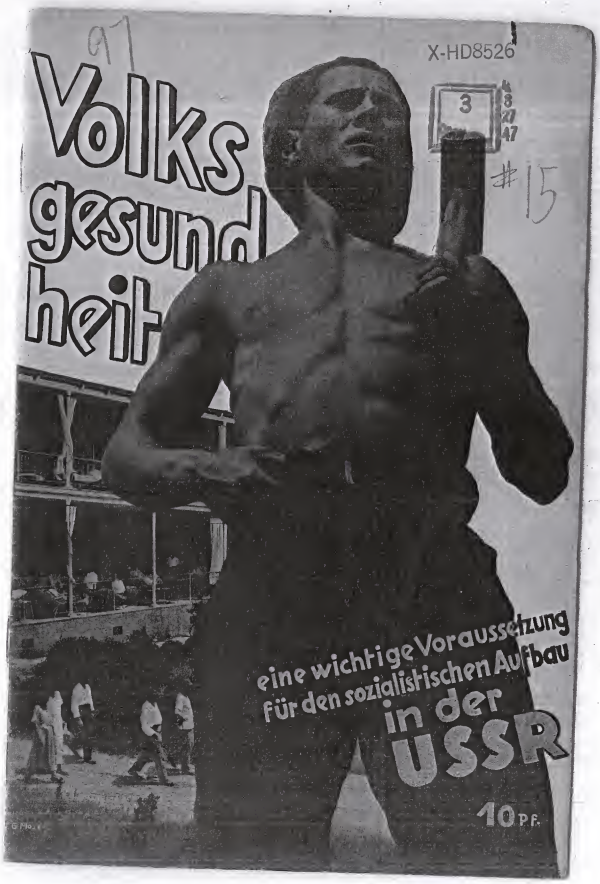
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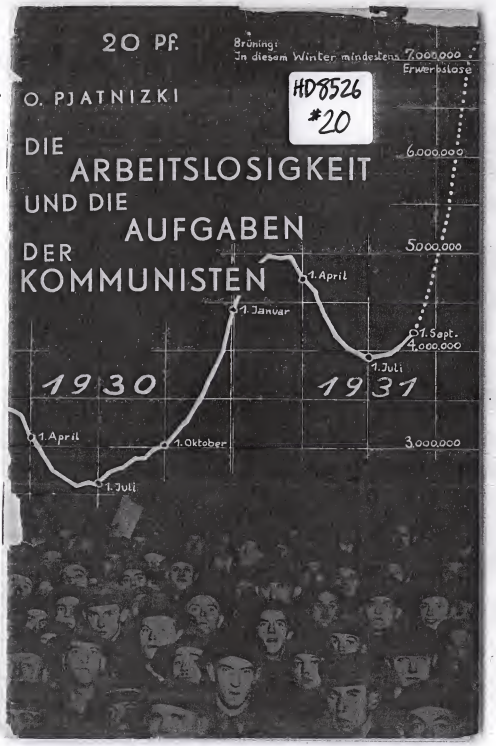
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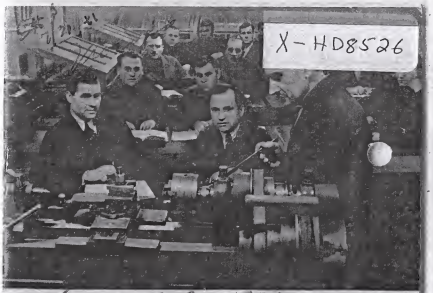

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SOVIET RUSSIA'S CODE OF LABOR LAWS

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I. The Code of Labor Laws shall take effect from the moment of its publication in the Compilation of Laws and Regulations of the Workman's and Peasant's Government. This Code must be extensively circulated among the working class of the country by all local organs of the Soviet Government and be posted in a conspicuous place in all Soviet Institutions.

II. The regulations of the Code of Labor Laws shall apply to all persons receiving remuneration for their work and shall be obligatory for all enterprises, institutions and establishments (Soviet, public, private and domestic), as well as for all private employers exploiting labor.

III. All existing regulations and those to be issued on questions of labor, of a general character (orders of individual establishments, instructions, rules of internal management, etc.), as well as individual contracts and agreements, shall be valid only in so far as they do not conflict with this Code.

IV. All labor agreements previously entered into, as well as all those which will be entered into in the future, in so far as they contradict the regulations of this Code, shall not be considered valid or obligatory, either for the employees or the employers.

V. In enterprises and establishments where the work is carried on in the form of organized cooperation (Section 6, Labor Division A of the present Code) the wage earners must be allowed the widest possible self-government under the supervision of the Central Soviet authorities. On this basis alone can the working masses be successfully educated in the spirit of socialist and communal government.

VI. The labor conditions in the communal enterprises organized as well as supported by the Soviet institutions (agricultural and other communes) are regulated by special rules of the all-Russian Central Executive Committee and of the Council of People's Commissars, and by instructions of the People's Commissariat of Agriculture and Labor.

The labor conditions of farmers on land assigned them for cultivation are regulated by the Code of Rural Laws.

The labor conditions of independent artisans are regulated by special rules of the Commissariat of Labor.

ARTICLE I.

On Compulsory Labor

1. All citizens of the Russian Socialist Federated Soviet Republic, with the exceptions stated in sections 2 and 3, shall be subject to compulsory labor.

2. The following persons shall be exempt from compulsory labor:

(a) Persons under 16 years of age;

(b) All persons over 50 years;

(c) Persons who have become incapacitated by injury or illness.

3. Temporarily exempt from compulsory labor are:

(a) Persons who are temporarily incapacitated owning to illness or injury, for a period necessary for their recovery.

(b) Women, for a period of 8 weeks before and 8 weeks after confinement.

4. All students shall be subject to compulsory labor at the schools.

5. The fact of permanent or temporary disability shall be certified after a medical examination by the Bureau of Medical Survey in the city, district or province, by accident insurance offices or agencies representing the former, according to the place of residence of the person whose disability is to be certified.

Note I. The rules on the method of examination of disabled workmen are appended hereto.

Note II. Persons who are subject to compulsory labor and are not engaged in useful public work may be summoned by the local Soviets for the execution of public work, on conditions determined by the Department of Labor in agreement with the local Soviets of trade unions.

6. Labor may be performed in the form of —

(a) Organized cooperation;

(b) Individual personal services;

(c) Individual special jobs.

7. Labor conditions in Government (Soviet) establishments shall be regulated by tariff rules approved by the Central Soviet authorities through the People's Commissariat of Labor.

8. Labor conditions in all establishments (Soviet, nationalized, public and private) shall be regulated by tariff rules drafted by the trade unions, in agreement with the directors or owners of establishments and enterprises, and approved by the People's Commissariat of Labor.

Note. In cases where it is impossible to arrive at an understanding with the directors or owners of establishments or enterprises, the tariff rules shall be drawn up by the trade unions and submitted for approval to the People's Commissariat of Labor.

9. Labor in the form of individual personal service or in the form of individual special jobs shall be regulated by tariff rules drafted by the respective trade unions and approved by the People's Commissariat of Labor.

ARTICLE II.

The Right to Work

10. All citizens able to work have the right to employment at their vocations and for remuneration fixed for such class of work.

Note. The District Exchange Bureau of the Department of Labor Distribution may, by agreement with the respective unions, assign individual wage earners or groups of them to work at other trades if there is no demand for labor at the vocations of the persons in question.

11. The right to work belongs first of all to those who are subject to compulsory labor.

12. Of the classes exempt from compulsory labor, only those mentioned in subdivision "b" of section 2 have a right to work.

13. Those mentioned in subdivisions "a" and "c" of section 2 are absolutely deprived of the right to work, and those mentioned in section 3 temporarily deprived of the right to work.

14. All persons of the female sex, and those of the male sex under 18 years of age, shall have no right to work during night time or in those branches of industry where the conditions of labor are especially hard or dangerous.

Note. A list of especially hard and health-endangering occupations shall be prepared by the Department of Labor Protection of the People's Commissariat of Labor, and shall be published in the [illegible] of January of each year in the Compilation of Laws and Regulations of the Workmen's and Peasants' Government.

ARTICLE III.

Methods of Labor Distribution

15. The enforcement of the right to work shall be secured through the Departments of Labor Distribution, trade unions, and through all the institutions of the Russian Socialist Federated Soviet Republic.

16. The assignment of wage earners to work shall be carried out through the Departments of Labor Distribution.

17. A wage earner may be summoned to work, save by the Department of Labor Distribution, only when chosen for a position by a Soviet institution or enterprise.

18. Vacancies may be filled by election when the work offered requires political reliability or unusual special knowledge, for which the person elected is noted.

19. Persons engaged for work by election must register in the Department of Labor Distribution before they are accepted, but they shall not be subject to the rules concerning probation set forth in Article IV of the present Code.

20. Unemployed persons shall be assigned to work through the Departments of Labor Distribution in the manner stated in sections 21-30.

21. A wage earner who is not engaged on work at his vocation shall register in the local Department of Labor Distribution as unemployed.

22. Establishments and individuals in need of workers should apply to the local Department of Labor Distribution or its division (Correspondence Bureau) stating the condition of the work offered as well as the requirements which the workmen must meet (trade, knowledge, experience).

23. The Department of Labor Distribution, on receipt of the application mentioned in section 22 shall assign the persons meeting the requirements thereof in the order determined by the same.

24. An unemployed person has no right to refuse an offer of work at his vocation, provided the working conditions conform with the standards fixed by the respective tariff regulations, or in the absence of the same by the trade unions.

25. A wage worker engaged for work for a period of not more than two weeks, shall be considered unemployed, and shall not lose his place on the list of the Department of Labor Distribution.

26. Should the local Department of Labor Distribution have no workers on its lists meeting the stated requirements, the application must be immediately sent to the District Exchange Bureau, and the establishment or individual offering the employment shall be simultaneously notified to this effect.

27. Whenever workers are required for work outside of their district, a roll-call of the unemployed registered in the Department of Labor Distribution shall take place, to ascertain who are willing to go; if a sufficient number of such should not be found, the Department of Labor Distribution shall assign the lacking number from among the unemployed in the order of their registration, provided that those who have dependents must not be given preference, before single persons.

28. If in the Departments of Labor Distribution, within the limits of the district, there be no workmen meeting the requirements, the District Exchange Bureau has the right, upon agreement with the respective trade union, to send unemployed of another class approaching as nearly as possible the trade required.

29. An unemployed person who is offered work outside his vocation shall be obliged to accept it, on the understanding, if he so wishes, that this be only temporary, until he receives work at his vocation.

30. A wage earner who is working outside his specialty, and who has stated his wish that this be only temporary, shall retain his place on the register on the Department of Labor Distribution until he gets work at his vocation.

31. Private individuals violating the rules of labor distribution set forth in this article shall be punished by the order of the local board of the Department of Labor Distribution by a fine of not less than 300 rubles or by arrest for not less than one week. Soviet establishments and officials violating these rules on labor distribution shall be liable to criminal prosecution.

ARTICLE IV.

Probat[illegible]

32. Final acceptance [illegible] for permanent employment [illegible] hall be preceded by a period of probation of [illegible]ot more than six days; in Soviet institutions th[illegible] probation period shall be two weeks for unskille[illegible] and less responsible work and one month for [illegible] and responsible work.

33. A[illegible]ding to the results of the probation the wage e[illegible]ner shall either be given a permanent appointmen[illegible]r rejected with payment for the period of probatio[illegible]n accordance with the tariff rates.

34. Th[illegible] results of the probation (acceptance or rejection) [illegible]all be communicated to the Department of Labor [illegible]tribution.

35. [illegible] the expiration of the probation period, the wage [illegible]ner shall be considered as unemployed, and shall [illegible]ain his place on the eligible list of the Departmen[illegible] Labor Distribution.

36. [illegible]erson who, after probation, has been rejected, [illegible] appeal against this decision to the union of [illegible] he is a member.

37. S[illegible]d the trade union consider the appeal mentioned [illegible] the preceding section justified, it shall enter int[illegible] negotiations with the establishment or person wh[illegible] has rejected the wage earner, with the request [illegible] accept the complaint.

38. In [illegible] of failure of negotiations mentioned in sectio[illegible], the matter shall be submitted to the local Dep[illegible] of Labor, whose decision shall be final and [illegible]ject to no further appeal.

39. T[illegible] Department of Labor may demand that the perso[illegible] establishment who have without sufficient rea[illegible] rejected a wage earner provide the latter with wo[illegible]. Furthermore, it may demand that the said per[illegible] or establishment compensate the wage earner a[illegible]ding to the tariff rates for the time lost betw[illegible] his rejection and his acceptance pursuant to the [illegible]on of the Department of Labor.

ARTICLE V.

Tran[illegible] and Discharge of Wage Earners

40. Th[illegible]mber of wage earners in all enterprises, establishm[illegible] or institutions employing paid labor can take [illegible]e only if it is required in the interest of the b[illegible] and by the decision of the proper organ of [illegible]agement.

Note. [illegible]is rule does not apply to work with private in[illegible]duals employing paid labor, if the work is of the [illegible]divisions mentioned in "b" and "c"

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DIVISION OF MARKETING AND MARKETING AGREEMENTS

Pears

ECONOMIC STATEMENT RELATING TO THE MARKETING OF PACIFIC COAST FALL AND WINTER PEARS

Prepared for the purpose of assisting in the consideration of a proposed marketing agreement and order regulating the handling of Beurre d'Anjou, Beurre Bosc, Winter Nelis, Doyenne du Comice, Beurre Easter, and Beurre Clairgeau varieties of fresh pears grown in the States of Oregon, Washington, and California.

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Economic Analysis Unit

May, 1939

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